

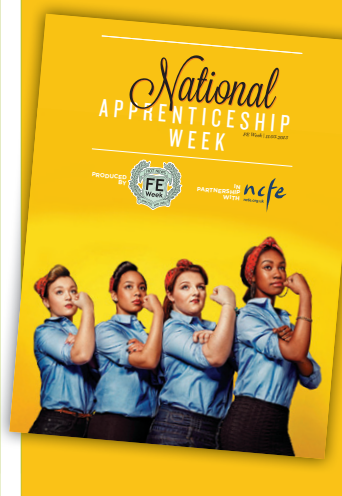
Monday, March 11, 2013  
www.feweek.co.uk

## A nose for Comic Relief cakes



Members of the Exeter Chiefs rugby squad leave their training ground for a day's baking at Exeter College in aid of Red Nose Day. From Left: Exeter Chiefs Chris Whitehead, Carl Rimmer and Jack Yeandle with students Fenella Gilson, Sam Passmore, Emma Wakeley and Bertie Skinnell. Campus round-up, page 10

National  
APPRENTICESHIP  
WEEK



Free with this paper

inside...

# 'Focus on job skills not league tables'

Chris Henwood  
@Chris\_Henwood

Government plans to introduce new post-16 performance tables for level three vocational qualifications have come under fire from the boss of a leading awarding organisation.

The Department for Education has launched a consultation on the plans in which only around one-tenth of nearly 4,000 qualifications currently offered to 16 to 19-year-olds would be counted in the tables.

Chris Jones, chief executive at City & Guilds, warned that the government was focusing on "cutting 'low-value' vocational courses, but forgetting about the real problem of

helping young people get the skills they need for employment".

He said: "Our focus is very much on enabling progression into employment or further study. We believe too much emphasis is put on league tables rather than on what will help learners secure a job."

FE Minister Matthew Hancock last year announced his plans for a scaled-down list of recognised vocational courses.

These would qualify for the Tech Bacc, an idea that Shadow Education Secretary Stephen Twigg at the time accused him of stealing from Labour.

But Mr Hancock said action was needed because "too many students are spending time working hard but getting nowhere".

He added: "First, it will end the current perverse incentives — every student will have to study a high-quality qualification of substantial size if their college or school sixth form is to get credit in the league tables.

"Second, it will be clear which qualifications will progress young people into skilled occupations and which are more general in nature."

The government said its plans would "incentivise the take-up of qualifications...most appropriate for students aged 16 to 19".

Association of Colleges' director of policy Joy Mercer, described the move as "more housekeeping than a full reshaping of the system".

The consultation also recommended that vocational qualifications

be classified as 'applied general' or 'occupational'.

Dr Mary Bousted, general secretary of the Association of Teachers and Lecturers, said that her group was "puzzled" by the government's plan to report different qualifications separately. "We are concerned that labelling some vocational qualifications general and others for skilled occupations risks creating an unjustified hierarchy."

A spokesperson for the University and College Union said he was concerned courses were being "delegitimised".

"Many of these courses make the difference for some young people between dropping out of education and training altogether, or staying on

to find out they can learn," he said.

Meanwhile, Brian Lightman, general secretary of the Association of School and College Leaders, said there was "an argument" for reducing the number of vocational qualifications.

"What is not clear is how the new qualification [Tech Bacc] will fit in with existing qualifications or proposed changes to A-level and to the curriculum," he added.

"We desperately need a coherent policy from the government on qualifications and curriculum — at the moment that is sorely lacking."

Email 16-19vq.consultation@education.gsi.gov.uk to take part in the consultation, which ends on May 10.

Editor's comment page 4

## ONE IN A MILLION

STEVE DODD WAREHOUSING APPRENTICE

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Edition 59

FE Week is the only newspaper dedicated to news, analysis, jobs and fun in the FE sector.

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Deputy editor: Chris Henwood  
Senior reporter: Eleanor Radford  
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Top Tech Bacc tweets:

- 

**@matthancockmp**  
Today we're consulting on which of the 4000 vocational qualifications for 16-19 year olds deserve recognition
- 

**@ukEdge**  
Vocational qualifications to be cut for 16-19y/o in new shake up. Young people need to develop skills & expertise vital to a successful career
- 

**@NorfolkUTC**  
Vocational ed. "afterthought" for govt., says Lab. Vocational quals must be "stretching & strong" say Gov. Thoughts?
- 

**@EngOpps**  
New courses in engineering and construction announced as part of vocational education revamp
- 

**@Mr\_Chass**  
May i suggest you read how the government is refocusing the technical qualifications and bringing in a tech bacc

Learning & Skills Events, Consultancy and Training Ltd  
161-165 Greenwich High Road  
London SE10 8JA  
T: 020 8123 4778  
E: [news@feweek.co.uk](mailto:news@feweek.co.uk)

# Esol funding 'safe'

Chris Henwood  
[@Chris\\_Henwood](#)

The Skills Funding Agency wants to allay fears that a new payment regime could reduce funding for adult language courses.

Concerns about the future funding of English for Speakers of Other Languages (Esol) courses prompted the National Association for Teaching English and other Community Languages to Adults (Natecla) to say the agency should clarify its new 'streamlined funding system for adults'.

A spokesperson for the association said funding for Esol courses should stay at a level that allowed providers to offer "appropriate, flexible and high quality courses for all learners".

The Association of Colleges (AoC) was also "concerned" about whether the new system would hit Esol learners and has been in talks with the agency.

However, a spokesperson for the agency said the funding for Esol learners "will not reduce" with the new system.

The current system, with a 'demand-led funding formula' that calculates funding levels based on guided learning hours, will end in July.

A Natecla spokesperson said Esol providers were paid for up to 450 hours, so if a student did a 100-hour course of study, the provider was paid for 100 hours.

Its replacement will use the Qualification Credit Framework (QCF). "From next academic year, Esol qualifications will be 'listed' on the QCF," said the spokesperson.

"This means that providers will get a flat rate for a qualification, no matter how many or

few hours are offered. Each credit on the QCF represents a notional 10 hours of study.

"We believe that the new 'simplified' system is unrealistic in terms of the number of hours on offer and that Esol providers will have to exclude the most needy learners — who are those who need Esol the most to access the jobs market.

"We ask for clarity about the future of Esol qualifications and demand that funding for these remains at a level that allows providers to offer appropriate, flexible and high quality courses for all learners."

Joy Mercer, AoC director of policy, said: "The ability to speak English is essential for people looking for a job and wishing to participate in the local community. We were very concerned about how Esol provision might be affected by the proposed changes.

"We have discussed this issue with the agency, are working with them to find acceptable solutions and will continue to do so. We are confident our concerns are being listened to."

A spokesperson for the agency said: "The introduction of the new funding system will not reduce the funding paid for Esol learners.

"The agency has not set any funding rates for the new QCF qualifications, as these have yet to be developed.

"It will be important that providers work with awarding organisations to make sure the new qualifications fully reflect the needs of learners.

"Within our plans for transitional protection, the current Esol curriculum will be funded at current levels until the new qualification offer is developed and put in place."

# Free lunches still off the menu

Eleanor Radford  
[@EleanorRadford](#)

The government has been accused of inconsistency over a campaign to extend free lunches to students in sixth-form and FE colleges.

James Kewin, deputy chief executive of the Sixth Form Colleges' Association, hit out after the government's response to an e-petition that collected almost 10,300 signatures.

The Association of College's No Free Lunch? campaign was prompted by disadvantaged students in school-based sixth forms getting free school lunches unlike their counterparts in other FE settings.

The government said ministers were "currently considering" the issue but that schools did not receive extra funding for their 16 to 18-year-old students other than as a "deprivation factor in their funding formulae".

Mr Kewin said: "Last year the government said it could not extend free school meals to students in sixth-form and FE colleges because it could not afford to do so."

In June last year, Nick Gibb [the then Minister of State] said he recognised the anomaly, but estimated that it would cost between £35m and £70m to correct.

Mr Kewin said the government had now "changed tack", saying that it was only the "entitlement to a free meal" that was different

for schools compared with colleges, as the Department for Education did not provide specific funding for free school meals.

"The message from government now seems to be 'be careful what you wish for' - if the entitlement is extended there will be no additional funding attached to it," he said.

This put sixth-form colleges in a "difficult position" as the sector already faced the "deepest cut from the government's reform of 16-19 funding".

Pirandeep Dhillon, public affairs officer for AoC, said: "Funds consolidated in 2010 included the Dedicated School Grant that schools used to pay for free school meals, so there is a grant."

"And schools subsidise disadvantaged sixth-formers through funds they receive for 11 to 16-year-olds. This is about equality and fairness between schools and colleges."

Ms Dhillon echoed Mr Kewin's assertions that the government had sent "mixed messages".

"But this response [from the government] is welcome as it is now considering the issue," she said.

The AoC would negotiate with ministers, and expected some decisions after this year's Budget, later this month.

"Getting over 10,000 signatures is a great achievement but there is clearly more to do," she added. "We are really thankful to everyone that has supported us."

## FE Week news in brief

### Minimum standards

The Skills Funding Agency has issued providers with new rules on minimum standards for adult learners.

The 'revised minimum standards methodology' replaces the Minimum Levels of Performance MLP system.

An agency statement said the methodology would be "simple, transparent and fair," removing the complexity of the current MLP by applying minimum thresholds to the performance of FE provision at institution level.

Minimum standards provider reports will be published by January 2014 and will apply to 2012/13 success rates.

### New 14-16 qualifications

The Department for Education (DfE) has announced plans to develop new 'high-quality courses' in construction and engineering qualifications for 14 to 16-year-olds.

Three construction qualifications of GCSE-size will be designed by a new 14 to 19 Advisory Committee, chaired by Roy Cavanagh MBE (pictured), a training and education executive at Seddon Construction.

In addition, the DfE said four new engineering qualifications will be developed by the Royal Academy of Engineering to "prepare students for careers in the engineering sector and meeting demands of the sector".



FE Minister Matthew Hancock was presented with a No Free Lunch? lolly at the AoC Annual Conference in November last year Pictures by Nick Linford



# Hancock calls for merger review

Chris Henwood

@Chris\_Henwood

Two colleges in the Midlands have been told by FE minister Matthew Hancock to go back to the drawing board with their plans to merge.

Proposals by Stourbridge and Birmingham Metropolitan to form “one of the largest and most significant further education providers in the country” have been investigated by Mr Hancock’s officials at the Department for Business, Innovation and Skills (BIS) to “establish if appropriate processes have been followed”.

A six-week formal consultation on the plans, which the colleges claimed would create “an enhanced learning experience and increased employment opportunities for students”, ended on Wednesday, February 27.

However, BIS has now sent a letter, seen by *FE Week*, to David Beasley, clerk at Stourbridge College, in Dudley.

In it, Mr Hancock said: “I am not convinced by the rationale set out in your consultation document that this would represent the best outcomes for learners in your local area.

“Nor does your consultation document

provide assurance to me that the corporation has undertaken the open and transparent processes that we would expect in terms of analysing needs, engaging with stakeholders and, critically, securing the most effective partnerships and delivery option(s) for the future.”

He added: “I would request that the corporation review its processes and rectify any shortfall, including seeking potential partners through open and inclusive processes.”

The colleges said they would continue with the proposals, “liaising closely with BIS as well as other key stakeholders”.

The University and College Union said the plans were “rushed”, while bosses at Sandwell College — no more than 13 miles from Stourbridge or Birmingham Met — claimed they found out about the proposal through a local newspaper tweet.

Dudley College has also questioned whether the merger was “necessarily in the best interest of local learners”, and the Black Country Local Enterprise Partnership (LEP), which covers Stourbridge, wanted more clarification on the plans.

Just last month the minister issued guidance to all principals and governors on such

merger plans, without referring to either college.

The proposals — backed by the Birmingham LEP — would dissolve the 12,500-student Stourbridge College on May 31, with its property, rights and liabilities transferring to Birmingham Met, which, two years ago, had more than 26,000 learners.

A joint statement from the two colleges said: “Throughout the consultation period, both colleges have been in direct dialogue with all interested parties ... and the feedback from the majority of them has been very positive.

“Both colleges continue to liaise closely with BIS, as well as other key stakeholders, and will continue to work with the department and take on board any advice they offer to us.”

The statement said that Stourbridge had been considering various strategic options for a “considerable” time.

“As one of the first colleges proposing to merge under the government’s commitment to freedoms and flexibilities for the further education sector, the college has been careful to ensure that all processes and due diligence were strictly observed,” it continued.

“Along with increased investment to



David Beasley, clerk to the corporation at Stourbridge College

improve facilities for students and staff, the colleges will offer enhanced opportunities for work experience and jobs, opening up progression routes to higher education and employment, while at the same time meeting the needs of local employers.

“Both colleges believe a merger between two very successful organisations will be a significant development for the region. By working together they will be able to offer a wider choice of curriculum and provide increased opportunities for learners and increased competitiveness for businesses in the region.”

## ‘Excellent’ grade dismissed

Eleanor Radford

@EleanorRadford

FE bosses have urged Ofsted chief inspector Sir Michael Wilshaw to be cautious about creating an “excellent” Ofsted grade for college governors working in disadvantaged communities.

The education watchdog told *FE Week* that Sir Michael was interested in “exploring” a rating to top the ‘outstanding’ mark for leadership in colleges. He recently introduced the concept for governors working in underperforming schools.

But the Association of School and College Leaders (ASCL) said ad hoc changes to the inspection system could be “confusing and destabilising”, while the Association of Colleges (AoC) said it was “concerned” that inspectors might not “recognise” pathways that were more than “just a quick fix” for providers in deprived areas.

Speaking to an Education select committee last month, Sir Michael said that a “good leader” helped to further teachers’ professional development by making sure that the right training programmes were available.

He said the watchdog was thinking of introducing a new excellent grade for leadership in “more difficult areas”.

Brian Lightman, general secretary of ASCL, said: “There is nothing wrong with recognising excellent leadership and governance but I question whether the inspection system is the most appropriate way.

“Ad hoc changes to the inspection system



Sir Michael Wilshaw, Ofsted chief inspector

are confusing and destabilising, and make it impossible to compare year on year performance. What we need is continuity and coherence.”

AoC’s director of policy, Joy Mercer, agreed that leadership in colleges that faced difficult circumstances should be recognised.

However, she added: “We are concerned that Ofsted may not understand these challenges nor do its inspectors recognise pathways that are more than just a quick fix.

“We want Ofsted to acknowledge this determination to get the best for those who most need it. If it feels it can only recognise this with an additional grade, then so be it.”

“However, just giving credit to the most able leaders of learning through the current inspection process might do the trick too.”

The 157 Group welcomed the “focus on peer support across institutions to foster improved practice”.

Its executive director, Lynne Sedgmore, said the group had long been at the forefront of “thought leadership” and how outstanding leadership could impact on “outstanding teaching and learning”.

“Any move that places a focus on peer support across institutions to foster improved practice is to be welcomed,” she said.

## Students stay in official net migration figures

Rebecca Cooney

@RebeccaKCooney

The government’s response to the Business Innovation and Skills select committee report on overseas students and migration is a “disappointment”, says the Association of Colleges.

In the initial report, Overseas Students and Net Migration, which was published last September, the committee recommended that overseas students should not be counted in the overall figures for immigration, a proposal that the government has now rejected.

Although David Cameron made it clear on his recent trip to India that there would be no cap on the number of foreign students, the coalition government has pledged to cut the net migration figure.

The association’s international director, John Mountford, said: “It is something of a disappointment that the government has reasserted its aim to continue to count students within net migration.

“They are here to learn, not earn, and should be treated appropriately.”

He said that removing students from the overall figure would be a better reflection of why they had come to the UK; those choosing to stay would have to go through a further application process.

According to parliamentary convention, government departments should respond to select committee reports within two months, but the government took four months to publish its response to the initial report.

The BIS select committee replied to the government’s response within three days with ‘Too Little Too Late’, a report that urged the

government to reconsider its position.

It concluded: “The government’s response was late, woefully short on detail and fails to take account of recent developments. It seeks to underplay the urgency of the problem and thus excuse the failure to act decisively to address this serious matter. The government should listen, think again and change course.”

The government’s response coincided with the release of figures by the Office of National Statistics showing that the number of student visas issued by the UK Border Agency (UKBA) fell 20 per cent in 2012 compared with 2011.

In the same period the number of visas issued for FE study fell 62 per cent to 31,587, while visas issued for HE rose 3 per cent.

Mr Mountford echoed concerns raised in the Overseas Students and Net Migration report that removing students from net migration was necessary to demonstrate clearly that the UK welcomed overseas students.

He said: “People are refused visas because of the criteria set by the UKBA, so including them in net migration or not won’t, on a nuts and bolts level, affect that. But, on the other hand, if we are giving the impression that Britain is difficult to get into, then we will lose out on learners.”

He acknowledged that the fall in both overall student visa numbers and those issued for the FE sector was partly connected to the government’s clampdown on private colleges offering bogus qualifications, but warned this could have a negative impact on the sector.

“I think there’s a default setting that there’s something suspicious about the FE sector. It’s not justifiable because we do have robust application monitoring systems in our colleges. It would be helpful if the UKBA could reflect that.”



Editor's comment

League of their own

In December FE Minister Matthew Hancock accepted he had stolen the idea of a Technical Baccalaureate from Labour.

The Minister said in Parliament: "The Tech Bacc is one of the things we will do to ensure higher quality occupational and vocational qualifications."

Yet, much like the English Baccalaureate, providers will continue to be funded for qualifications that do not meet the criteria for inclusion.

So the unanswered question is why would colleges want, as Mr Hancock calls it: "Credit in the league tables"?

For example, will providers risk losing their contract if too few level three learners achieve a recognised qualification?

Will Ofsted care how many learners are achieving the government's prescribed list of qualifications if learners have positive progressions?

It is therefore the government's use of the new performance table that will need careful scrutiny.

Also, why does the government only want to create new qualifications for a new league table at level three?

So many questions, and less than nine weeks in which to respond.

Nick Linford, editor

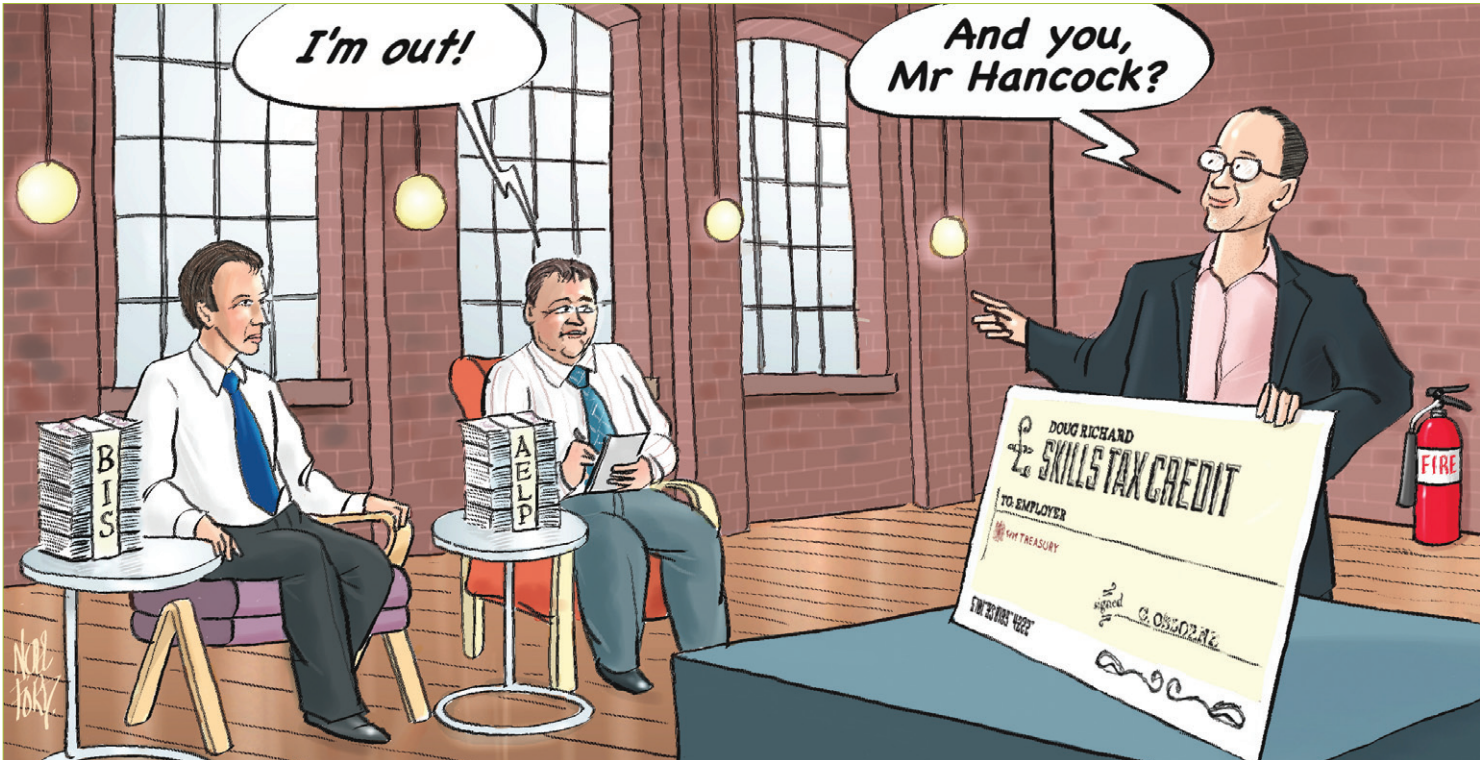
Correction

Not such an obvious mistake this week. In our last edition we carried a story on the Sixth Form Colleges Association rebrand event (it was formerly a forum rather than an association) at Westminster. The piece appeared under the FE Week Experts banner. Traditionally, it would have appeared as an FE Week Event (although we've moved away from using this banner). While we would consider the association to be expert in its field, such coverage doesn't really sit under the former said section.

Meanwhile, our front page boost for the Angela O'Donoghue profile piece missed the second A in Mrs O'Donoghue's first name.

There may well be worse things to be called than "Angel", but apologies nonetheless.

Have you spotted something wrong with this edition of FE Week? If so, feel free to tell us about it, including the page number and story headline, and explain what the problem is. Email us at news@feweek.co.uk with Corrections in the subject line.



Richard waits for minister's verdict

Eleanor Radford  
@EleanorRadford

Entrepreneur Doug Richard has reignited his argument with the Association of Employment and Learning Providers that workforce tax breaks were "integral" to the success of apprenticeships. The former Dragons' Den investor spoke out in the lead-up to the sixth National Apprenticeship Week when FE Minister Matthew Hancock is due to respond to his government-commissioned report into apprenticeships. The association rejected Mr Richard's claims that tax breaks would encourage employers to take on apprentices, although he remained "convinced" that they were the way forward. "We need to focus on securing workforce tax breaks," he told FE Week. "The Association of Employment and Learning Providers quickly rejected my recommendations; however, I am still convinced that tax credits are integral to the

success of apprenticeships." He said apprenticeships were valuable initiatives that must be made as "attractive as possible to employers." "Offering workforce tax breaks is an excellent way to make that happen," he said. But Graham Hoyle, the association's chief executive, said the group still "seriously questioned" Mr Richard's proposal. He said credits might have the "advantage of simplicity" but could cause cash flow problems – the "biggest threat" to otherwise effective and profitable SMEs. He said to ask "invariably cash-strapped" SMEs to purchase apprenticeship training up front and wait for a retrospective tax deduction was "bizarre and unworkable". "We have no objection to making the option available but doubt whether it would be a successful vehicle to switch SMEs on to the apprenticeship route," he said. When Mr Richard's report was published in November last year, the association rejected his key recommendations for a closer relationship between employers and providers, with employers paying providers

directly for apprenticeship training with tax credits, or other forms of government incentives, dished out later. It said the review "created a hugely damaging picture" from its front cover illustrated with various tools to its "lack of understanding". It also said that "some of the big things are wrong" and that Mr Richard's assertion that the report be accepted on an "all-or-nothing" basis was like a "diktat". Mr Hoyle said one of Mr Richard's key recommendations – that "testing and validation process of apprenticeships should be independent and genuinely respected by industry" – particularly upset members. Mr Richard, a Californian who made his money through technology transfer, bit back on Twitter, dismissing the group's reaction as "self-interest". He told FE Week at the time that his proposals were not "a laundry list" from which the government could pick the elements that it wanted. His findings have since been considered by the government and Mr Hancock is due to make an announcement on the its response later this week.

Comment

FE is at risk of getting left behind in the digital dust

"I was disappointed by Bett and the lack of FE but I am optimistic about the strides being made in the sector. In my college there's much to be positive about. We're experimenting with aids like Google apps to support t&l but we're also using it to streamline our internal processes and increase collaboration. And yes whilst it's true we still have more to do, there is good practice out there. I'm willing to give Bett another try...a lot can happen in a year." Diba Choudhury

Hoyle's level playing field legacy

Graham Hoyle has played a significant role in raising the profile of work-based learning and leading an organisation that has helped establish the 'professionalism' of providers in the sector. Perhaps with the possible changes that are afoot this is the natural time for change? Hopefully somebody with the right level of kudos and respect within the sector will come forward to fill his shoes. The next six months or so will be very important in shaping the health of the work-based sector and apprenticeship brand in the coming years. Phil Hatton

Have you got something to say about FE or one of our stories? We want to hear from you. Email us with Comments in the subject line at news@feweek.co.uk or leave a comment on our website www.feweek.co.uk Or, you can write to us at FE Week, 161-165 Greenwich High Road, London SE10 8JA. Full contact details should be provided and can be withheld by FE Week upon request.



FE Week profile

# Adrian Bailey ~ his story

Chris Henwood  
@Chris\_Henwood

The chair of the Business, Innovation and Skills Select Committee talks to FE Week

You might expect to find industry awards and citations from the world of commerce hanging above Adrian Bailey’s fireplace.

As chair of the Business, Innovation and Skills Select Committee, you’d think ‘grip-and-grin’ pictures with business leaders such as Lord Sugar or Sir Richard Branson would adorn the home of the MP for West Bromwich West.

But what you’ll find at the 67-year-old’s house in Oldbury, near Birmingham, are donkey ornaments, hundreds of them.

“I’m very interested in history in general, but antiques in particular, largely for the insight they give you into past life,” says Bailey, who ran an antiques auction business before entering parliament as a Labour MP in 2000.

“My wife was somewhat dismissive that lots of it was junk, but now she works as a guide at the Black Country Living Museum and is fascinated by the same stuff as me.

“Most of our recreational time now is spent mooching around antique shops and she collects donkey ornaments — we’ve got a collection of around 250 of all ages and all origins.”

Having first won his parliamentary seat at a by-election after three failed attempts more than a quarter of a century before, Bailey’s affection for antiques seems fitting considering he once saw himself as something of a relic.

“I thought I’d got too old to have a career in parliament and that 2000 would be my last shot, but I did it and having got there, it realised my basic ambition,” he says.

“I was 54 when I got in and in the New Labour era that made me pretty neanderthal, so my chances of getting a government position were slim.”

Since that election Salisbury-born Bailey has served as secretary of the All Party Parliamentary Group for Steel.

However, it’s his election as the BIS committee chair in 2010 that has made him most proud.

“It fulfils just about everything I’d wanted to do,” says Bailey, a “football fanatic” with a season ticket at Cheltenham Town.

“Lots of people say that when you’re in opposition, it [the select committee chair] is the best position because you have much more influence over government policy than if you’re a frontbencher in opposition.”

But he also knows that his committee’s remit is sometimes questioned, with FE and higher education split from the schools agenda, which is examined separately by the Education Select Committee.

“Having FE and higher education in with

business might be a less than perfect division, but trying to deal with them all through one department, monitored by one select committee, would be a vast task and I don’t think it would be possible,” explains Bailey, who has a stepson.

Among his committee highlights have been the “rigorous and robust” interview of Kraft’s American management over the takeover of Midland-based Cadbury, and the apprenticeships report which, among other things, called for greater definition of the term itself.

However, a rare division within the committee is a career lowpoint. It happened over the appointment of Professor Les Ebdon to head the Office for Fair Access (Offa), after he said he would impose financial penalties on universities that failed to meet access targets.

The committee’s Tory MPs rejected Business Secretary Vince Cable’s recommendation, following which Labour member Paul Blomfield said the vote against Prof Ebdon, who later got the job regardless, was “a political ambush which had more to do with coalition politics than concern with access to our universities”.

Bailey concedes: “It was the first time we’d done such an interview and had rather assumed it would be a formality.

“Nobody had detected the undercurrent there — I was as guilty of that as anybody — and, as a result, we had a rather bitterly divided committee. It’s the only thing there has been any sort of division on. We’ve always been able to come to a consensus, evidence-led on every issue.”

The willingness to reach agreement with those who sit opposite in the Commons is somewhat surprising, given the strength of his left-wing background.

“My dad [Edward Arthur] was an aircraft fitter with Gloucester Aircraft Company and was a supporter of the Bloomsbury Group,” says Bailey.

“He was also an amateur artist and did some paintings for the Spanish Republicans. And for quite a while he was a member of the Communist Party before joining the Independent Labour Party.



“I’m told that he used to do the cartoons for the Independent Labour Party magazine, but he was more of an intellectual — he was never an activist. And my mother [Sylvia Alice] was always very strong Labour.

“But the one thing that left the biggest impression on me was that my sister [65-year-old Jennifer Avril] was seriously ill when she was very young and appeared to be dying of pneumonia. My mother always said that had it not been for the NHS, which had just been introduced, we’d never have been able to afford the treatment.

“From an early age I saw how government

could alter the quality and life chances of working-class people.”

Working-class interests still feed into Bailey’s select committee work and, indeed, his everyday constituency work — West Bromwich West has more foundries than most electorates, he proudly asserts.

“Talking to the owners of these foundries you find attitudes so representative of industry,” he says.

“You get the concern that young people aren’t going into manufacturing because of the public perception, then you’ve also got the attitude from a lot of small businesses that the young people they’re getting aren’t work-ready or of the quality expected.

“And talking to apprentices, they will highlight obstacles that might have blocked them, for instance where their school tried to encourage them to go to university when they actually wanted to go into manufacturing, or, in some cases, I’ve had anecdotal evidence of schools trying to persuade young people to stay on in sixth form rather than go into the local FE college.

“It’s ludicrous that you’ve got businesses and educational establishments, perhaps understandably, fighting to protect their own corner.

“It’s not in the best interests of the young people they’re supposed to be upskilling — you can only do that by a much more collaborative approach to education.”

It's a personal thing

**What's your favourite book?**

Swallows and Amazons, by Arthur Ransome. As a working-class kid it was an insight into a middle-class world that fascinated me as it didn't reflect my personal experiences

**What did you want to be when you were younger?**

A merchant sailor, like several of my uncles, but my eyesight was too poor

**What do you do to switch off from work?**

Watch football, swim, mooch around antique shops and watch various antique-based TV programmes

**If you could invite anyone to a dinner party, living or dead, who would it be?**

A 1920s named Madeleine Carol. She came from a terraced house in West Bromwich and became Alfred Hitchcock's first leading lady. Her sister was killed in the Blitz and she gave up her film career to work for the Red Cross on the front line in Europe, and worked for Unicef after the war. She was honoured by the Americans and the French, but not our own government

**What would your super power be?**

To promote tolerance in people



## FE Week Experts

# The rules of changing partners

With great power comes great responsibility: what should governors think about when deciding to merge? asks Smita Jamdar

The number of stories in *FE Week* recently about how decisions to merge colleges are made may be a reflection of the paucity of guidance and advice to governors.

Before the Education Act 2011, the ultimate decision on any merger lay with the Secretary of State. The decision to propose a merger was that of the relevant funding agency, after public consultation, and the suitability of merger proposals and prospective partners was judged against criteria promulgated by the funding agencies.

The 2011 Act introduced a new power of governing bodies to dissolve their corporations and transfer their assets and liabilities to “prescribed bodies”. Incidentally, the prescribed bodies include private for profit companies, provided they are established for educational purposes, although in such cases the dissolving college’s property transfers subject to a charitable trust to be used exclusively for charitable purposes. The power is therefore one that has the potential to change forever the landscape of FE and the nature of FE providers.

“The power has the potential to change forever the landscape of FE”

This new power was not accompanied by much guidance as to how governing bodies should go about making this highly significant decision. Instead, we had the publication of *New Challenges, New Chances*, the government’s strategic vision for FE. Though not particularly detailed, this set out the government’s expectations that in making decisions about the future shape and delivery model of their colleges, governors would be expected to be accountable to their local communities, learners and employers, and to work with LEPs and local authorities.

Any changes to delivery models could be undertaken only after completing a college structure and prospects appraisal, and wide, transparent and meaningful consultation of the communities they serve. Partner selection was expected to be transparent through open and competitive procurement practices.



Are there other obligations that should guide governing bodies in making merger decisions? In my view, there are other areas of law that impose duties on colleges and their governors which could be relevant to deciding whether and if so with whom to merge.

These include:

Firstly, charity law and the duty it imposes on trustees to act in the best interests of their charities. Without the open, transparent and competitive process to which the minister referred, how can governors be sure that the partner they choose provides the best possible future and opportunities for their learners?

Secondly, the public law constraints on exercising discretionary powers such as this, which imply obligations to exercise those powers following careful, rational and reasoned deliberation. These obligations, again, may not be satisfied without openness and receptiveness to the range of options available to the college to deliver the best outcome for learners.

Thirdly, the obligations under the Financial Memorandum in terms of accountability for public funds and value for money, which presuppose a measured and balanced consideration of all the available options.

And finally, the single equality duty that requires decisions to minimise adverse impact and improve opportunities for disadvantaged learners from protected groups.

So despite the absence of specific guidance, there seem to be a range of legal obligations and duties that point in the direction of a transparent and a reasoned decision-making process. Even if there weren’t such obligations, one has to wonder why governing bodies would do anything else, given that these are not commercial mergers where private interests make confidentiality and exclusivity required characteristics, but, rather, are decisions that determine the future of educational charities with substantial public assets on which the cleansing spotlight of public accountability and scrutiny should surely fall.

*Smita Jamdar, partner and head of education, SGH Martineau LLP*

# Apprentices in the spotlight

Six years after it was first conceived, National Apprenticeship Week has become about so much more than just raising awareness of alternative pathways. This year’s will be the biggest and best yet, says David Way

It seems incredible that we are celebrating the sixth National Apprenticeship Week.

As in previous years, it will provide a great opportunity to showcase the best apprenticeships, apprentices and employers, and will put work-based training in the limelight.

It promises to be the biggest and best yet, with more than 500 events (and counting) taking place around England.

Thanks are due to those who have got behind this. It is only through this collective effort that we get the attention of millions and gain the opportunity to highlight the value of apprenticeships and how they change lives.

“We must not forget the growing number of small employers taking on apprentices”

When the event was first conceived, its purpose was simply to raise awareness of apprenticeships.

We are well beyond that now, with the breadth of events demonstrating just how far we have come: for example, apprenticeships are now breaking down barriers to professions once seen as the preserve of graduates and creating fresh opportunities to go right to the top whether it is in a local business or a global company.

The preparatory work that we have carried out ahead of the week makes clear that apprenticeships are still very newsworthy. They tell stories about real people whose achievements often go well beyond anything they first expected.

I hope the week will also bring more people up to date with the occupations now available in new and emerging sectors, such as professional services, banking and the creative industries, and at higher levels in vital sectors such as engineering.

The theme of this year’s week is ‘Apprenticeships deliver’. We want to showcase the achievements of apprentices and their employers, and to demonstrate how apprenticeships really are transforming lives and improving business.

Our evidence about boosting productivity,



employment prospects and income needs to be got across – as do our many examples of successful businessmen and women who started as apprentices.

There is no shortage of events, including business breakfasts hosted by premier league football clubs, apprenticeship buses touring cities and regions, and major conferences, including our own fourth international conference.

Previous National Apprenticeship Weeks have shown that the most powerful advocates of the benefits of apprenticeships are the apprentices themselves.

They are our principal ambassadors, which is why this year we are putting them in the spotlight.

There will be apprentice ‘job swaps’ between some of our apprenticeship award-winners and their chief executives for the day, while in #247 Apprentice, a selection of apprentices will use various forms of social media to report on their working day.

But my personal favourite will be a national ‘Made by Apprentices’ campaign to showcase the talent of the nation’s apprentices and the contribution that they make to the economy.

Many large employers will be showcasing their programmes during the week, but we must not forget the growing number of small employers taking on apprentices.

I have been delighted with the increasing number of small employers taking up the Apprenticeship Grant for Employers of £1,500.

Such has been its popularity, the government has decided to extend the grant until Christmas 2013.

‘Bring back apprentices’ used to be the cry. National Apprenticeship Week is the opportunity to show not only that they are back, but that they are working for business and for the talented young people wanting a great start to their working lives.

*David Way, chief operating officer of the National Apprenticeship Service*



## FE Week Experts

## A break with tradition

**What are the value of MOOCs? Are they an opportunity or a threat, asks Carolyn Lewis**

Massive open online courses (MOOCs) have been around for a while, educating many people for a lot less money than more traditional methods. They provide great opportunities for life-long learning, particularly for those who face barriers to education.

They generally do not lead to a formal qualification, although some institutions do offer credit by exam. But with many courses offering only automated or peer grading, the real objective is to get people to learn, something that must be applauded.

Enrolment is completely open so it's quick and easy to get started. Most content is provided by the institution, using links to resources already freely available on the web. Content can be varied, but it has been said that some courses rely too heavily on video lectures — not the most engaging way of learning.

Support comes mainly from a student's peers, with tutors and or mentors online to answer questions. But there is a significantly lower ratio of educators to students, with some quoting 100,000 students to one teacher. MOOCs use a connectivist approach — each

student responding with detailed answers to course questions.

Are MOOCs successful? It depends on your perspective. Many students drop out — but as enrolment numbers are often in the hundreds of thousands, it could be argued that even a small success rate is worth celebrating.

**“How can FE and HE institutions afford to design and develop MOOCs and then share them free?”**

For example, about 46 per cent dropped out at the first stage in one Massachusetts Institute of Technology MOOC that had more than 150,000 sign-ups. Around 5 per cent passed the final exam.

Clearly, participants need to be highly motivated and able to learn on their own with little support, which is probably why

there appear to be few young adult learners. According to the Coursera website, more than 60 per cent of those taking MOOCs hold postgraduate degrees.

What is their future in the UK? The increasing cost of university tuition and the introduction of student loans for mature learners in FE could make them extremely popular.

But how can our FE and HE institutions, many of them facing funding cuts, afford to design and develop MOOCs and then share them free? It is true that offering something free can lead to further participation in other costed provision, but an initial investment has to be made. Can our universities, colleges and training providers afford to do this?

Caution is needed: we should recognise the challenges and potential impact of MOOCs on our educational organisations. They do offer opportunities, but I'd like to see them supplementing existing face-to-face and on-line courses, rather than replacing them.

We must not lose sight of the benefits and value of what we already do well. Once it's gone, it's difficult to get it back.

*Carolyn Lewis, managing director of Vocational Innovation Ltd and eLearning Marketplace Ltd*



## Advertorial

## We believe in small change, big difference

**Workpays engages in projects that make big differences a reality – and always starts by asking the people that matter questions about what matters to them**

The most important question we ask is whether students are better equipped for work by their time at college. It's also the reason why we have developed a suite of teaching and learning materials that are aimed at improving the performance of staff within a quality framework.

This is not in isolation; our delivery maps to units within the IAG, employment related services (ERS), customer service, and sales and marketing. Independent training providers, welfare to work providers and FE colleges can see an improvement in their outcomes as a consequence of accessing this training for their staff.

Evidence of how a small change made a big difference to one of Workpays clients is demonstrated by Scott Parkin FIEP, director of employment at Advance Housing and Support Ltd who said: “We are delighted with the initial impact of the employment-related services programme being delivered by Workpays. In the first month we have seen our job outcomes increase seven-fold, which is a real positive for the team and, of course, our customers. The programme has raised our performance levels and has exceeded our expectations and has certainly justified our investment.”

Workpays provide a competency-based pro-



gramme tailored to organisation and personal job roles to improve performance and build new skills following national standards in ERS. The programmes are delivered to reduce off-the-job time and support staff in real-time situations to provide a programme that is both cost and time effective.

Workpays are also a licensed delivery partner of the Digital Youth Academy (DYA), an organisation that has built up a network of FE colleges and training providers to deliver its cutting edge and innovative social and digital media products.

The programmes currently on offer are a level one social digital routeway (SDR) and a full level two social digital apprenticeship. Both these programmes were developed in partner-

**“Working with Workpays increased job entries seven fold”**

ship with the awarding organisation, Edexcel.

The SDR centres on a level one diploma and is designed as a classroom-based programme that can be delivered either part-time or full-time through the current foundation learning funding stream or moving forward under the new study programme banner.

Workpays began delivery of the level one programme to a cohort of NEET learners in February from within the Custard Factory in Birmingham.

As a progression pathway from the SDR, the social digital apprenticeship is a full level two apprenticeship that is predominantly delivered in the workplace through innovative e-learning.

During the programme, learners are taught about topics such as social media applications for business, search engine optimisation, Google Analytics and blogging. If better performance of employability and skills destinations matters to you or you're interested in adding DYA Work Study Programme to your learner offer get in touch, we're all ears. *Go online at [www.workpays.co.uk](http://www.workpays.co.uk), call us on 07572 262013 or email us at [info@workpays.co.uk](mailto:info@workpays.co.uk)*



# Leipzig looms for top WorldSkills

Hopefuls for a UK team place in WorldSkills 2013 have been put through their paces at two Midlands colleges



Wall and floor tiling: John Morgan, 20 and from Newry in Northern Ireland, attends Southern Regional College and is employed by Goba Tiles and Bathrooms



Rebecca Cooney

@RebeccaKCooney

Young people from across the UK flocked to the Midlands last week to show off their skills and compete for a slot in the UK team for WorldSkills 2013.

The top apprentices, learners and recently qualified skilled workers under 23 demonstrated their abilities in hair-dressing, bricklaying, carpentry and more than 15 other areas at Stephenson College, in Coalville, and North Warwickshire & Hinckley College, in Nuneaton.

One competitor in each skill area will go forward to represent the UK at the international finals in Leipzig in July.

For David Thomas, training manager for the electrical installation squad, it wasn't just the opportunity to represent the country, but skills the competitors gained that made the selection process important.

He said: "From when squad members start competing, you see them raise their game to get to national level. But international level is even higher. They end up way above their peers."

In the four-day selection event, which followed regional events last year and EuroSkills 2012, competitors were given complex and strictly timed 22-hour projects that were later judged by training managers.

Training managers also acted as trainers and mentors. joinery training manager Andrew Pengelly said: "Competitors also develop in themselves through the contest, in terms of their ability to work under pressure, their problem-solving, confidence, and interpersonal skills."

Some skill areas had only one squad member, but still had to demonstrate that

they could meet the standard required to get through to Leipzig.

In many cases they worked alongside hopefuls from other nations who travelled to the UK selection to give themselves and the local candidates more competition experience.

Jaine Bolton, chief operating officer for the National Apprenticeship Service (NAS), said she had seen how WorldSkills had an impact on learners at Stephenson College.

She said: "They see what's going on and they want to know more. I've seen them stand and applaud as the squad came into the college. The squad were amazed, it was a real boost for them."

"You can see how important World Skills is from the judges and training managers — these are busy professionals willing to take time out because they've seen what it does for these young people and their skill level."

North Warwickshire & Hinckley College curriculum manager Martin Shelton said employers were enthusiastic about the benefits of WorldSkills.

He said: "Local companies have been massively supportive, whether through sponsorship or allowing their apprentices the time to come and take part. They can see the value it's adding."

Pastry chef and confectioner squad member Stephen Smith, 18, said he was certain that being on the squad would impress employers.

"Learning how to use techniques professionally has been great and it will definitely help me with getting a job," he said.

"It's too soon to say whether I'll get on to the team or not but it's all gone well so far."

The final team for Leipzig will be announced Friday, March 15.



# lls competitors

All pictures courtesy of WorldSkills



Aircraft maintenance: Luke Greenaway, 22 and from Andover, in Hampshire, works at QinetiQ



Confectionery and pastry: Stephen Smith, 18, and from Harpenden, Herts, is a student at Westminster Kingsway College



Electronics: Heather Peach, 18 and from Wigan, is an apprentice training at Wigan and Leigh College and employed by MBDA UK



Hairdressing: Hannah Clague, 21 and from Quedgeley, Gloucestershire, attends Red Edge Training Company and is employed by Reds Hair Company.

City & Guilds

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# FE Week campus round-up

## London student eyes 2016 Olympics



(Far right) Engineering student Omololu Abiodun, 20

A London automotive engineering student swapped four wheels for two legs to cruise into the 200m final at a British Universities & Colleges sports event.

Barking & Dagenham College HND student Omololu Abiodun, 20, won his semi-final in 21.9sec, after coming first in his heat in 22.12sec. However, he sadly missed finishing in the top three in the final.

Omololu follows another Barking & Dagenham student, 2012 Olympic sprinter

Adam Gemili, who last year gained distinction in a level three extended diploma in sports.

Omololu, from Chingford, Essex, said: "It would be amazing to get to the next Olympics. I'd love to compete against Adam and for us to run side-by-side in Rio.

"I will continue to train and challenge myself, and hope to come back with a medal from the BUCS outdoor athletics championships in May."



Shadia Ferguson who has won a three-month scholarship to Barcelona

## Mature student heads to Barcelona

A mature learner from west London is flying high after winning a scholarship for a three-month exchange to Spain.

Shadia Ferguson, 46, from Chiswick, is studying at Kingston College for a foundation degree in early years. She will now spend three months at the Ramon Llull University in Barcelona as part of the ERASMUS programme.

The mother of two said: "Having this

chance to go to Barcelona is amazing. I'm looking forward to experiencing another culture and learning the language, and hopefully can incorporate it with my studies.

"I'm fortunate that my family are very supportive of me doing this. It's hard learning at my age – but the tutors have been excellent and go that extra mile to support."

Shadia is also planning to volunteer for a charity working within a school.



Hairdressing student Eleanor Renshaw, 19, winner of Sheffield College's Next Top Model

## Student nabs modelling contract

A hairdressing student could have a career on the catwalk after winning Sheffield College's Next Top Model contest and nabbing a contract with Sheffield-based agency DK Model Management.

Eleanor Renshaw, 19, who wants to break into the modelling industry, said: "I'm shocked, but it's been a fantastic event."

The competition attracted about 80 entries, both male and female, after its launch on Facebook. Ticket sales for the semi-finals and finals raised more than £800 for the Help A Capital Child charity.

Julie Byrne, principal of Sheffield City College campus, said that it was a pleasure to be involved in such "a fun event".

The runners-up were Sheffield City College aviation student Elize Miezane, 16, Norton College English language, psychology and sociology A level student Alicia Irvine, 17, Norton performing arts student Charlotte Hewitt, 18, and Hillsborough College fashion design and manufacture student Georgia Ali, 19.

## Scrum down in Exeter kitchen



From Left: Exeter Chiefs Chris Whitehead, Carl Rimmer and Jack Yeandle with Exeter College students Fenella Gilson, Sam Passmore, Emma Wakeley and Bertie Skinnell, all 16

Rugby players swapped tries for trays in a bake-off for Comic Relief's Red Nose Day.

Chris Whitehead, Jack Yeandle and Carl Rimmer of the Exeter Chiefs joined catering students in Exeter College's training kitchens to make cakes to sell to businesses across the city.

Student Fenella Gilson, 16, said: "It's great fun having them here. They seem to be doing a good job so far but they're a little messy!"

"We were surprised some of the Chiefs had

not baked cakes before, so hopefully they'll have learned how by the time they leave."

The Chiefs turned chefs to raise money for Comic Relief and Restart, which supports the families of injured rugby players.

Prop forward Carl said he'd enjoyed his day in the kitchen but found it pressured.

"It's excellent these guys can do such a fantastic job here every day. I'm not the tidiest of workers – but, as they say, the proof is in the tasting!"

Want your college or training provider to appear on these pages?

Send your stories with pictures to [news@feweek.co.uk](mailto:news@feweek.co.uk) including names, ages and course of students where applicable



## Getting in a spin for Comic Relief



Student union president Layla Adaci, 19, South Devon College mascot PAWZ, and Roy Courtney, 29, get ready for the TK Maxx event

West Country students tickled shoppers' funny bones when they invaded the Torquay branch of TK Maxx for Comic Relief's Red Nose Day.

From 11am until 2pm last Saturday, March 2 the South Devon College Student Union invited the public to get involved in a range of activities, including plate-spinning.

Student liaison officer Roy Courtney, who was involved in planning the event, said: "It

is great that the union can help out in the community for such a fantastic cause. We can really make a difference.

"TK Maxx is really dedicated to raising lots of money to support Comic Relief, so this is a perfect opportunity for us to work together."

The South Devon College SU mascot PAWZ joined the students and TK Maxx staff to say hello and try his paws at the activities.



Young shepherd Sam Harvey with Kevin Connell, head of landbased studies at Norton Radstock College

## Young shepherd starts his own flock

Counting sheep will never send one Somerset learner to sleep. Sam Harvey, 16, of Norton Radstock College, has started his own flock by breeding six lambs, including one set of triplets.

Sam, who is studying an environment and landbased studies level two diploma alongside his GCSEs, said he bought three pregnant ewes "as it's a cheaper way of starting your own flock". He plans to boost numbers by 10 ewes this year.

"Each has its own personality. It's been

brilliant having them."

Sam funds the care of his flock, which he feeds two to four times each day, through money that he made last year raising pigs for meat.

His dream is to run a farm shop stocked with meat and vegetables reared and grown himself.

Kevin Connell, head of landbased studies at Norton Radstock, said: "Sam is a model student and mature beyond his years. He will have a good career in agriculture."



From left: Team UK president Brian Turner CBE, coach Nick Vadis, Adam Bennett and Kristian Curtis celebrate victory in the best meat dish category

## Taste of success for graduate chef

A young Birmingham chef was named best commis chef at the Oscars of the culinary world, the Bocuse d'Or, in Lyon, France.

Kristian Curtis, 22, a recent graduate of Stratford-upon-Avon College, was supported by catering staff and students from his former college when he scooped the prize.

Team UK, made up of Kristian and his colleague at Birmingham's Simpsons restaurant, Adam Bennett, 46, came fourth overall in the prestigious competition and won

the prize for best meat dish.

Catering lecturer Tony Davies said that the contest was "just one of the many chances" for students to see the best chefs in the world at work.

"To see a former student win the best commis chef prize was unbelievable – it just goes to show the quality we produce here."

College principal Martin Penny added: "We are so proud. To come fourth in the world is some achievement."

## Testing the positive effects of sport



From left: Amy Abbott, 18, Ashley Newton, 19, tutor Casey Baxter, Abi Ross, 17, and Alexandra Whiteland, 18

Derbyshire hair and media make-up learners are guinea pigs in a research project into the effects of exercise on academic performance.

Over the next eight weeks, the class from Burton and South Derbyshire College will take part in a range of fitness classes, such as aerobics and dance, as part of the Association of Colleges-supported project.

The learners were interviewed about their

lifestyles and attitude to sport before starting the two-month monitoring of their fitness levels, academic performance and attendance.

The college's vice principal, Richard Burley, said: "Many girls drop out of sport after school. This project seeks to address this issue and promote the concept of active leisure. We aim to show young people that sport and fitness can be fun, and have a positive impact on their daily lives."



# FE Week campus round-up

sponsored by **empra**



From left: Emily Wakefield, Lee Chandler, both 17, Kelly Halliday, 16, and Daniel Strange, 17

## Crowd-pleasers on the field in Gloucester

Sport students from South Gloucestershire and Stroud College jumped at the chance to spend time in a professional sports club and raise money for charity at the same time.

Emily Wakefield, Lee Chandler, Daniel Strange, all 17, and Kelly Halliday 16, volunteered to raise money for The Fold, which cares for orphans in South Africa, by collecting donations from the crowd at the Gloucester Rugby Club grounds before a

match between the local side and Worcester.

Daniel, from Cashes Green in Stroud, said: “Volunteering was great fun. I recommend anybody to do it . . . you meet people and make new friends.”

The quartet was rewarded with a free ticket to watch the game.

Phill Merrick, sport and public services head of department, said: “It is fantastic to see students giving up their time and working in a professional environment.”

## Four stars for Norwich students



From left: City College Norwich Hotel Reception Programme students Jodie Taylor, 16, Hannah Dale, 17, Emma Glover, 17, Jessica Stimpson 16, and Saffron Edwards, 17

Eighty students from City College Norwich took over a four-star hotel for two days as part of an unusual work experience.

The catering and hospitality students ran the Holiday Inn Norwich North, including reception, housekeeping, bar management, food preparation, food service and health club duties.

Jessica Owen, 17, who worked on the

reception desk, said: “The takeover gives us a chance to see what it is like to be a receptionist – it lets you make sure that you like it. I’ve really enjoyed it, but I’ve got to get used to standing on my feet for so long.”

The two days culminated in a charity gala dinner, prepared and served by the learners to more than 200 paying guests, which raised £4,000 for Hospitality Action and City College Norwich’s Student Opportunities Fund.

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Send your stories with pictures to [news@feweek.co.uk](mailto:news@feweek.co.uk) including names, ages and course of students where applicable

## Young artists keep their eye on the prize



Back from left: Charlotte Stockley 20, Megan Roberts, 18, Jordan Thomas, 18, Rebecca Duffy 19, Lee Paton, tutor; Georgia Smallshaw 17, Chloe Pemberton, Lisa Ledgerwood, 18, Kaomi Thorpe, 18

Young artists from Manchester are pinning hopes of a windfall on the Saatchi Gallery website, which is displaying their artwork as part of the Sunday Telegraph Art Prize Schools.

The level three extended diploma in art and design students from Wigan & Leigh College, who are specialising in fine arts, have entered the competition for the chance to win £10,000 for their art department, and £2,000 for a personal spree on art and computer equipment.

Art tutor Lee Paton said: “The students have produced some beautiful and creative works. “They have a professionalism and sophistication that is befitting of the type of modern artwork to be found in a world-renowned institution such as the Saatchi Gallery.”

As research – and inspiration – for their pieces, the students visited the Turner Monet Twombly exhibition at Tate Liverpool, and studied the movements of dancers from their college’s arts department.

## Team effort creates a filling that counts



Rosie Winterton MP (centre), shows off the winning sandwich

Doncaster College catering and business students have created a sandwich for a new Subway store.

The ‘Hub Sub’, a low-salt sandwich filled with meatballs, salami and salad, will be on sale for a month at the new Subway in Station Court, Doncaster. All the proceeds will go to charity.

Gill Parkes, director of the academy of commercial enterprise at Doncaster, said: “This has been a fantastic opportunity for

students to form links with local employers and take part in a real life project with real outcomes.”

The students did extensive market research and tasting before choosing the final recipe.

Rosie Winterton, MP for Central Doncaster, launched the sandwich at the new outlet’s official opening.

She said: “The students did a great job; they should be congratulated.”



# 'Art is an outlet for my emotions'

**A budding artist in West London draws inspiration for her work from the story of her survival and rehabilitation after a serious car crash**

A student who was disabled after a car crash has used her skills and passion for sculpture to raise awareness about disability.

Mother of one, Colleen von Geitz, 44, was left with severe injuries after a serious car accident several years ago. The Chelsea resident suffered a broken neck that is now held in place by a titanium plate, and has had to fight to regain her movement.

She is now studying professional development in sculpture at Kensington and Chelsea College and was one of 14 students whose work was exhibited at the college during the first week of March.

She said: "Art has been an outlet for my emotions. My piece for the exhibition is about my battle to get my mobility back. A moment can change your life ... it changed mine. Things like movement can be taken for granted."

Colleen experimented with incorporating different mobility aids into her work, such as wheelchairs, Zimmer frames and walking sticks, before deciding on the image of a

knocked-over pushchair with its contents strewn across the floor to convey the frustration of limited mobility.

She said: "I wanted to use the exhibition as an opportunity to not only raise my profile as an artist, but to raise awareness of the everyday issues facing those who are less mobile or disabled, such as being able to access priority seats on the tube."

Kensington and Chelsea College visual arts tutor Jane Eyton said: "Colleen has produced a really interesting piece. She struggles with her injuries, although she's relatively mobile at the moment."

Entitled '2013', the exhibition of sculpture and installations was created to showcase the eclectic range of artworks produced by Colleen and her classmates.

Jane praised all the students for the work put forward for the free exhibition at the college's Park Walk sculpture studio in west London. "The course is designed to allow artists to develop their professional practice and portfolios. It was a successful exhibition with a very high quality of work."



Kensington and Chelsea sculpture artists, with Colleen von Geitz, centre in the yellow jumper: Right: her artwork on display at '2013'

## FE Week Jobs

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**The closing date for applications is 4pm on Friday 15 March 2013**

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[Sarah.Whitham@nocn.org.uk](mailto:Sarah.Whitham@nocn.org.uk)

TURN OVER FOR MORE OPPORTUNITIES...

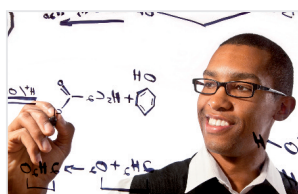


# Help us shape tomorrow's workforce

**Principal (Designate) Salary: £100k+benefits**

**Are you the right person to lead the new Nottingham University Academy of Science and Technology (NUAST) in developing tomorrow's foremost technologists, scientists and business stars?**

We are looking for someone who shares our vision of an educational establishment that sets the highest expectations, delivers excellent learning and equips and prepares talented and aspirational young people in the East Midlands, who are capable of national and international careers.



You will need to have the drive and ability to create a state-of-the-art learning environment. A successful track record of creating strong business partnerships is also essential as you will be working with employers who are helping to lead and inform development and delivery of the curriculum and qualifications.

This will be a demanding and rewarding role as you will be helping to shape highly skilled and knowledgeable students who are ready for the world of work and/or to go on to study at professional or university level.



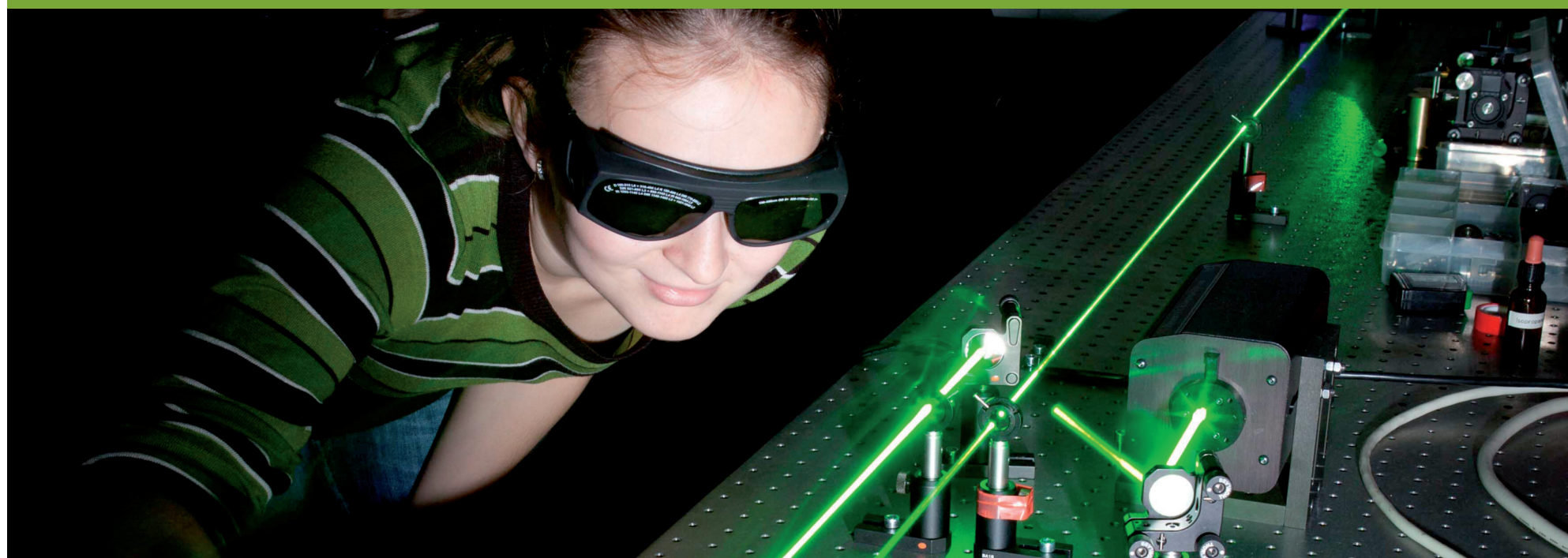
The new academy is sponsored by the Djanogly Learning Trust, the University of Nottingham and Toshiba. It offers ground-breaking opportunities for the right candidate to demonstrate their entrepreneurial prowess, from completing the new build project, through recruiting new staff, to growing teams who share a passion for innovation, and who

embody the vision and values of an institution that will be seen as high performing from Day One.

Along with our sponsors you will establish a centre of excellence in STEM and ensure that NUAST is positioned as a leading provider within the region.

Further information about NUAST can be found at [www.nuastconsult.org](http://www.nuastconsult.org)

**If you can meet this exciting and challenging expectation then we want to hear from you.**



College Leadership Services  
Expertise in FE

**We are working with College Leadership Services on this important appointment.**

For an informal discussion about this role, please contact Marilyn Hawkins, Strategic Lead on 07973 492 195. Please contact Helen Anderson for an application pack: [handerson@collegeleadership.co.uk](mailto:handerson@collegeleadership.co.uk) or 0115 911 1117, or visit [www.collegeleadership.co.uk/current\\_appointments.asp](http://www.collegeleadership.co.uk/current_appointments.asp) for further information about this post.





## CHIEF EXECUTIVE

The **Network for Black Professionals**, the College sector's leading race equality organisation working on behalf of and supporting members in the FE, Schools, HE and other sectors, primarily by helping black and ethnic minority managers and professionals progress in their careers, is looking to appoint a new Chief Executive to build on the excellent work achieved under Robin Landman's leadership over the last fourteen years.

The appointment will be made regardless of ethnicity, but a proven commitment to supporting and developing BME staff and managers is essential. A determined, clear-thinking strategist with the ability to engage effectively with partners from a variety of sectors – as well as with politicians, civil servants, Principals and Governors, the successful applicant will bring fresh new impetus to an organisation which has had a significant impact on the aspirations, opportunities and achievements of Black and Minority Ethnic Professionals at all levels within the post 16 learning and skills sector. Working with the NBP Board, you will head up the Network and concentrate your energies on further strengthening the organisation's presence in the FE sector and beyond, and delivering our vision, ensuring that the business is in robust financial health, with a strong and growing membership.

A competitive salary is offered.

For an application pack please email **Rhona Anderson** at [rhonaa@nbp.org.uk](mailto:rhonaa@nbp.org.uk) (01902715309).

Potential applicants are welcome to discuss the post with the Chair, Nirmal Borkhataria. Please email Rhona who will arrange this on the Chair's behalf.

**Applications must be received by 12 noon on 22nd March 2013.**

**Please note interviews will be held on Wednesday 10th April 2013.**



## Head of Marketing (Business Development, Employer Engagement and International)

**Up to £33,553** (dependant on experience)

NESCOT is a successful college based in Epsom, Surrey which offers both Further and Higher Education courses. Our financial position, reputation, quality and curriculum are all strong.

The college was inspected in September 2010; all areas were graded 'good' or 'outstanding'. The report highlighted a number of 'outstanding' areas including finance, capacity to improve, leadership and management.

We are looking to appoint a strong marketing professional who will work with our other Marketing Manager, to manage and implement the marketing activities of the College and to lead on the external promotion of the college with key stakeholders and public relations. A PR professional who is completely at home with both creating copy and visual content for social networking and websites and in writing PR copy is needed to join our busy marketing team. With a strong eye for detail you will maintain our online database of qualifications and keep our website accurate and up to date.

This will involve the strategic planning and implementation of marketing plans which will include:

- effective marketing to relevant potential client groups
- publications
- advertising
- social media
- public relations (PR)
- events both in the UK and overseas
- needs analysis and market research
- liaising with external stakeholders

Some knowledge of image editing and simple video creation and editing would be an advantage.

**Closing Date Midnight 17 March 2013**

## Clinical Educator

Circa £35,000 | 38 hours per week  
Job ref: JDSFHLTD23



**Skills for Health is the Sector Skills Council for Health.**

We are working in partnership with the NHS North West supporting the delivery of highly regarded pre-employment training programmes, including apprenticeships, for 16 to 18 year olds who wish to pursue a career within the NHS. These programmes are run in partnership with NHS organizations and local Further Education providers, this post is a partnership with Ashton 6th Form College and Tameside Hospital NHS Foundation Trust.

We are looking for someone special to work as part of our Greater Manchester Cadet Programme, this post offers an exciting career opportunity for a suitably qualified individual with a passion for sharing their knowledge and expertise with young people in order to support them in progressing into employment or on to higher education. The successful candidate will support 16 to 18 year old Cadets who are undertaking sector specific programmes, nationally and regionally through Skills for Health Academy North West (Academy) Cadet programmes are recognized as models of best practice, achieving excellent results in supporting young people and helping employers in the North West secure the future workforce.

For an informal discussion about this opportunity, please contact Catherine Ferguson, Cadet Development Lead (GM) on **07825 522721**.

The job description, supporting information and application form can be obtained from the Recruitment Department at Skills for Health Ltd, 1st Floor Goldsmiths House, Broad Plain, Bristol BS2 0JP. Email [recruitment@skillsforhealth.org.uk](mailto:recruitment@skillsforhealth.org.uk). Telephone **0117 9221155**. Please note we do not accept CVs as an application.

The closing date is: **24 March 2013**  
Interviews to be held on: **16 April 2013, Manchester office**

Unfortunately we are only able to contact short listed candidates due to the large number of applications we receive. If you have not heard from us within 10 days of the post closing it means that unfortunately, you have not been successful on this occasion. Please reapply for any other suitable roles in the future

## Dynamic? Focused? Outstanding?...

If so, Peterborough Regional College may be the right place for you.

In December 2011 Ofsted said we are 'good with outstanding features' and that "the aspiration of becoming an outstanding college is a realistic one". We are now looking to add to our leadership team to meet our strategic objectives and to lead our quality improvement strategy.

## Assistant Principal Quality and Standards

Salary up to £60,000 p.a.

Following the imminent retirement of the current Executive Director Quality, we are seeking a talented leader and manager to join the Senior Leadership Team.

This role, reporting directly to the Principal/CEO, will help us complete our journey to outstanding. The role will further our continuous improvement philosophy while managing our Professional Tutor team to enhance the quality of teaching and learning across the college. This is an exciting time to join Peterborough Regional College and to play a key role in us fulfilling our vision.

Benefits for the above position include up to 45 days holiday per year pro rata (including bank holidays and Christmas closure), and access to a final salary pension scheme.

**Closing date for applications:** Tuesday 19<sup>th</sup> March 2013 • We are an equal opportunities employer.

For further details and to apply online please visit our website: [www.peterborough.ac.uk](http://www.peterborough.ac.uk)

This organisation is committed to safeguarding and protecting the welfare of its learners and expects all staff and volunteers to share this commitment.



## We're recruiting



## Business Development Officer (5 posts)

Birmingham, Bristol, London, Plymouth and Sheffield

**c. £26,000 pa**

NOCN is one of the largest awarding organisations in the UK with 4 million awards over the last 6 years and has been providing a customer-focused qualification and accreditation service for over 25 years, based on an ethos of creating opportunities for all. This is an exciting opportunity to join a well established and expanding organisation.

These challenging roles will require energetic and dynamic individuals to work with our Account and Sector Managers to build on our existing regional and national customer base. The posts are available in Birmingham, Bristol, London, Plymouth and Sheffield. The main responsibilities are to support the business development functions including liaising with existing and potential customers to support the development of new business. We are looking for individuals who are able to operate across a number of teams within NOCN to take an integrated approach to effective customer service.

We welcome applications from individuals who are able to demonstrate a professional, pro-active and forward thinking approach to business development work. You will be an influential communicator with excellent customer service skills and be able to demonstrate flexibility and initiative. Ideally you will have an understanding of post 16 education and knowledge of awarding organisations' regulatory structures.

**The closing date for applications is 5pm on Friday 22 March 2013.**

NOCN is committed to equality, diversity and inclusion and we particularly want to hear from people from across the community, including people with a disability, people from black and ethnic communities, women and younger people who are able to make a real contribution to the charity and its learners.

More information about NOCN can be found at [www.nocn.org.uk](http://www.nocn.org.uk)  
To apply, please go to [www.nocn.org.uk/about/jobs\\_at\\_nocn](http://www.nocn.org.uk/about/jobs_at_nocn)  
Completed applications and equal opportunity forms should be submitted to: [Sarah.Whitham@nocn.org.uk](mailto:Sarah.Whitham@nocn.org.uk)



# National APPRENTICESHIP WEEK

Make sure to read FE Week’s National Apprenticeship Week coverage in our special supplement, FREE with this issue of the newspaper

GO TO FEWEEK.CO.UK TO DOWNLOAD THE DIGITAL VERSION

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National APPRENTICESHIP WEEK

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## FE Week Sudoku challenge

9				1	7	5	3	
	5	7			4		2	
				3				8
6								
			1		8			
								4
5				4				
	3		8			2	4	
	4	6	9	7				1

Difficulty: **EASY**

How to play: Fill in all blank squares making sure that each row, column and 3 by 3 box contains the numbers 1 to 9

Solutions: Next week

			8					7
1	7				9			6
		9		5		2		
9				6			3	
	5						7	
	4			9				2
		5		1		8		
8			5				1	3
4					3			

Difficulty: **MEDIUM**

## Last Week’s solutions

5	3	9	8	1	4	6	7	2
1	4	2	9	6	7	3	8	5
8	7	6	2	3	5	1	4	9
9	5	7	1	4	6	8	2	3
2	8	1	3	5	9	7	6	4
3	6	4	7	2	8	5	9	1
7	1	8	4	9	3	2	5	6
4	2	5	6	8	1	9	3	7
6	9	3	5	7	2	4	1	8

Difficulty: **EASY**

9	1	7	4	3	5	6	2	8
2	8	4	6	1	9	3	5	7
5	3	6	2	7	8	9	1	4
6	2	9	3	5	7	8	4	1
3	5	1	8	6	4	2	7	9
7	4	8	9	2	1	5	6	3
1	7	2	5	8	3	4	9	6
4	6	3	7	9	2	1	8	5
8	9	5	1	4	6	7	3	2

Difficulty: **MEDIUM**

## FE Week mini-mascot

Follow the adventures of *FE Week’s* biggest and smallest fan!



“Mostly this week I’ve been having a go on the swings with my brother, baby Tom”

You can also follow our *FE Week* mini-mascot on Twitter @daniellinford